

<p>MANUAL HPI MANAGEMENT SYSTEMS MANUAL ANNEX 4</p>		<p>HPI_A4-01_Annex 4</p>
	<p>POLICY FOR INCLUSION & DIVERSITY FOR SUPPLIER DIVERSITY</p>	<p>Date of Issue: 11/06/2022 Page: 1 of 2</p>

Health Policy Institute’s (HPI) Supplier Inclusion & Diversity Policy aims to engage a more diverse range of suppliers to provide products and services by increasing opportunities for suppliers that are for example owned by or employ individuals or groups traditionally financially excluded and / or underrepresented in the Greek economy, and / or those with social or environmental mission. HPI prioritizes suppliers and collaborators whose values and expertise align with our research, advisory, and communication activities.

HPI embraces a society where all workplaces (regardless of size) can include individuals who participate and grow regardless of:

- Age, cultural background, or disability
- Ethnicity, sex, or gender identity
- Marital or family status
- Religious belief or sexual orientation,
- Socio-economic background, perspective or experience

HPI seeks to promote social and economic participation with supplier partners, including independent professionals and mission- or research-oriented organizations, and has established a practical policy with specific actions that value and promote inclusion and diversity. HPI recognizes the opportunities that even small supply chains create to positively impact people through inclusive and diverse sourcing strategies and practices. All related initiatives are documents in HPI’s Sustainability Report.

HPI’s desired outcomes include:

- Improved economic engagement by suppliers and collaborators traditionally financially excluded and / or underrepresented in Greek economy;
- Increased opportunities for suppliers with social or environmental missions

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- Enhanced capability and commitment from supplier partners to drive inclusion and diversity within their organizations and communities, particularly through improved employment and collaboration outcomes

HPI actively supports inclusion opportunities in their supply chain through engagement with the following diverse business groups:

- Businesses owned and operated by women, including micro-enterprises and freelancers
- Businesses with primary social or community objectives, such as non-profit or cooperative suppliers
- Businesses that are owned by, or employ, individuals or groups traditionally financially excluded and / or underrepresented
- Enterprises with demonstrated social or environmental sustainability missions
- Suppliers that publish Corporate Social Responsibility and / or Sustainability reports, even at a small scale or as part of project-based transparency

Chair of the Board of Directors
Professor Souliotis Kyriakos

